



Quantifying Risk, Enabling Opportunity.

Regenerative Leadership - How not to 'white knuckle' through the 'New Normal'

Prof. Elaine Rumboll

30 July 2021

I give myself permission

to be here



Mindful Minute

STOP.

Stand up, breathe in deeply through your nose, and feel your connection to the ground.

Tune in and close your eyes. Scan your body and notice sensations or emotions. Discharge any unpleasant sensations while breathing out and let the pleasant ones fill you up while breathing in.

Open your eyes now and take in your surroundings. Observe something in your environment that is pleasant and be grateful for it and its beauty.

Breathe deeply one more time and ask yourself what is possible, new, or a positive growth step for you right now .



Oh look, here comes August



Uncertainty can have you feeling:

1. Mentally depleted
2. Loss of control
3. Struggling to find motivation and stay focused
4. Tightness in your chest
5. Insecure
6. Groundless
7. Worry
8. Trouble sleeping
9. Hyper-focused on bad news
10. Disconnected
11. Frustration
12. Sadness

13. Anger

14. Panic

15. Helplessness

16. Skepticism

17. Confusion

18. Loss

19. Hyper-focused on
your health





Learning to Breathe Underwater

By Sr Carol Bieleck, RSCJ

We need to **unravel**
before we can stitch a
new garment for
ourselves.



We don't have to “white knuckle” through the “New Normal”

Regenerative Practice

SUSTAINABLE

Sleeping 5hrs a night
Breath
Connecting with family and friends
Exercise with a phone app
Slap chips and a boerieroll

REGENERATIVE

Sleeping 8hrs a night
Mindful Breath 4,6,8
Being present when connecting with family and friends
Walking in nature
More plant-based options for a healthy gut



TO CREATE CHANGE

WE NEED ENERGY

THE **ENERGY** AUDIT



The Energy Audit

CIRCLE **YES (true for me)** or **NO (false for me)** to the questions posed below.

1. I don't generally get 7-8 hours of sleep and often end up feeling tired. YES / NO

2. I frequently skip breakfast and generally settle for something not so healthy when I do eat in the morning. YES / NO

3. I don't move enough - i.e. exercise for at least 30mins 4x a week. YES / NO

4. I don't take regular breaks during the day to renew and recharge. In fact, I often eat lunch at my desk, if I eat lunch at all. YES / NO

5. I frequently find myself feeling irritable, impatient or anxious at work, especially when demand is high. YES / NO

6. I don't have enough quality time with my family and loved ones, as when I'm with them I'm not always really present. YES / NO

7. I take too little time for the activities that I most deeply enjoy. YES / NO

8. I rarely stop to express my appreciation to others and savour or celebrate my accomplishments and blessings. YES / NO

9. I have difficulty focusing on one thing at a time and I am easily distracted during the day YES / NO

10. I spend the majority of my time reacting to immediate demands, and don't focus on activities with long-term value and higher leverage. YES / NO

11. I don't take enough time for reflection, strategising or thinking creatively. YES / NO

12. Since the pandemic started, my boundaries are even more blurred. I work in the evenings and/or weekends and I rarely take a vacation free of work. YES / NO

13. I spend too little time at work doing what I do best and enjoy most. YES / NO

14. There are significant gaps between what I say is important in my life and how I actually live. YES / NO

15. My decisions at work are often more influenced by external demands and not by a strong, clear sense of my own purpose. YES / NO

16. I don't invest enough time and energy in making a positive difference to others or in the world. YES / NO

Scoring **YES** for **4 or less** = Not at risk

Scoring **YES** for **5 - 9** = Risk of Energy Depletion, Burnout.

Scoring **YES** for **10 - 14** = Serious risk of Energy Depletion, Burnout.

Scoring **YES** for **15 - 16** = In Active Burnout.

What YES do you
definitely want to be a
NO?

What micro-change can
you make right now?

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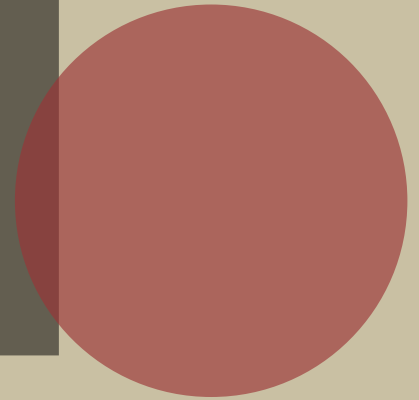
Regenerative Leadership - Supporting Teams

SUSTAINING THE 'NEW NORMAL'

12 hrs days
Communicating
Scheduled Team Activities
Policies, procedures, processes
Overserious
Transactional
Sympathy
Command and Control
Surviving
Work Space
Being Right

REGENERATIVE LEADERSHIP

Creating boundaries
Checking in
Changing them
Permission to experiment
Playful
Connected
Empathy
Agile and Adaptable
Reflect, Reimagine
Safe Spaces
Being Curious





Over-Seriousness
is a breeding ground for
Mediocrity, Dissatisfaction,
Alienation and Bureaucracy.

A person is seen from behind, swimming in the ocean. The water is a deep blue-grey, and the horizon is a bright yellow-orange line, suggesting a sunset or sunrise. The sky is a mix of dark blue and grey, with some lighter clouds. The overall mood is calm and reflective.

“**Slow down.** Speed is the enemy of nearly everything in life that really matters. It's addictive and it undermines **quality, compassion, depth, creativity, appreciation** and **real connection.**

Tony Schwartz

Boundaries

Be curious





For a New Beginning

Though your destination is not yet clear
You can trust the promise of this opening;
Unfurl yourself into the grace of beginning
That is at one with your life's desire.

Awaken your spirit to adventure;
Hold nothing back, learn to find ease in
risk;
Soon you will be home in a new rhythm,
For your soul senses the world that awaits
you.

JOHN O'DONOHUE, Irish poet and
philosopher